

# Education for Practice Nurses: a bright and interesting future?

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Programme

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# Aims:

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- To discuss current position for GPN education and professional development
- To describe the NESC GPN Foundation Pilot Programme
- To highlight emerging themes/issues
- To discuss future developments

# The problem:

- GPN is the newest, broadest and fastest growing area of nursing
- Ideally placed to respond to Government policy and initiatives

BUT

- No mandatory training
- Wide variety of employment standards
- No clear career framework

# The current position

- Increasing demand and potential for GPN within primary care
- It is an ageing workforce and recruitment is a problem
- No clear career pathway in primary care
- GPN has unique range of skills not addressed in general training
- GPN education is responsibility of employer
- Not always considered part of primary care workforce planning
- Recruitment is a challenge for employer and nurse

# WIPP Survey(2008)

- Wide variations in employment conditions and levels of professional support
- Nurse Practitioner (12.7% have qualification, 15.4% are using the title)
- Appropriate education is not universally available
- Some nurses report inadequate training and support.
- The main obstacle in accessing training was largely determined by funding
- Variations between training and activity (prescribing, cervical cytology, family planning, CDM)

# WIPP contd

- Clear links between good HR and nurses feeling supported
- Good working relationship = good support
- Nurses who are +ve about role, seek support and share responsibility for professional development

Ref: WIPP 'SNAPshot Survey: supporting nurses and practice' June 2008

# GPN Career Pathway



# NESC: GPN Foundation Pilot Programme

- 2 year project commenced March 2008
- Aims to recruit 48 nurses (who have never worked in GP before) to undertake a 12 month training programme to achieve band 5 competencies
- To take 2 cohorts per year - north and south of NHS South Central
- Intended outcomes:
  - to support GPN recruitment
  - To identify an appropriate model for GPN education



# Outline of the programme

- University of Plymouth awarded 2 year contract in July 2008
- Full time and Part time modes
- Funded by NESCC
- Nurses placed in GP Training practices
- Employed by practices who are reimbursed 2/5 WTE of band 5 plus training allowance (actual cost £11k p.a approx)

# Educational and clinical support

Training Practices must provide:

- Clinical Practice Educator
- Clinical Practice Supervisor
- 1 day per week protected time
- Tutorial support
- Learning environment

# University of Plymouth

- 31 taught days
- 40 credits at level 3 for theoretical assessment
- 20 credits at level 3 for competency
- Post Graduate Certificate in General Practice Nursing – tbc
- Delivered in Oxford and Winchester

# Course content

- Venepuncture
- Wound care
- Ear care
- Immunisation
- Cervical cytology
- Health promotion
- Chronic disease management- asthma, DM, COPD,
- Consultation skills
- Sexual health and family planning
- Wo/men's health
- Leadership
- Mental health

# Phase One

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- In Bucks, Berks, Oxon and Milton Keynes
- Recruitment commenced June/July 2008
- Programme commenced 1<sup>st</sup> September
- 10 nurses recruited to the programme (+ 2 employed)

## Phase Two

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- In Hampshire and Isle of Wight
- To commence in 5<sup>th</sup> January 2009
- Recruitment commenced November 2008

# Issues so far

- Employment contracts, T and C etc
- Training practice recruitment
- Assessment and competency
- Band 5 nurse expectations
- Clinical Practice Educator role
- Clinical Practice Supervisor role
- Pastoral role
- Inequities

# Quotes

- 'A wonderful opportunity'
- 'I wish I had this when I started'
- 'I'm really enjoying it'
- 'Makes me realise how good the job is and how much I know'
- 'Didn't know it would be so wide and different'
- 'the group is very challenging'
- 'its good to be updated'



# Questions

- What about the existing workforce?
- How can we support learners in future?
- How can we ensure standards of education/training?
- Primary care workforce- 'what do you mean?'
- Whose responsibility?
- Funding?

# The future?

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- Modernising Nursing Careers
- The Next Stage Review
- Transforming Community Services
- An NHS South Central model ?